

**CITY OF AUBURN  
IAFF  
TENTATIVE AGREEMENT  
MAY 20, 2013**

<b>ITEM NUMBER</b>	<b>CITY POSITION</b>	<b>IAFF POSITION</b>	<b>COMMENTS</b>	<b>FY 1314 ESTIMATED BUDGETARY IMPACT</b>	<b>FY 1415 ESTIMATED BUDGETARY IMPACT (add to prior years)</b>	<b>FY 1516 ESTIMATED BUDGETARY IMPACT (add to prior years)</b>
Item 1	PROPOSED	T/A	4% salary restoration effective July 1, 2013.	<b>\$49,628</b>	<b>\$741 (1)</b>	<b>\$741 (1)</b>
Item 2	T/A	PROPOSED	IAFF has proposed a traditional rank structure (see attached). No salary increases result from change. Changes reflect industry standards and will facilitate interactions with other Departments.	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>
Item 3	PROPOSED	T/A	Cafeteria Plan, City proposal.	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>
Item 4	T/A	PROPOSED	Family leave language – memorialize the current practice of 72 hours.	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>
Item 5	T/A	PROPOSED	Employee Assistance Program – The City will firm up the two EAP plans offered and make them available to the employees.	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>
Item 6	T/A	PROPOSED	Medical Plan Dollars - Anyone with left over moneys shall be eligible to have the excess placed into their pay check and do as the employee desires, including but not limited to placing into a city offered deferred compensation plan.	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>
Item 7	T/A	T/A	Both parties agree to insert the new PEPPA language into the MOU.	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>

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Item 8	T/A	T/A	Term – one year 7-1-13 through 6-30-14.	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>
Item 9	T/A	PROPOSED	“Me – Too” provision. The IAFF wants assurance that no other bargaining unit will be granted a more generous contract during the term of the agreement.	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>

***(1) Includes incremental cost for Employer Share of CalPERS Retirement Premiums estimated at 2% of pensionable salary.***

MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF AUBURN AND  
AUBURN FIREFIGHTERS ASSOCIATION  
July 1, 2013, through June 30, 2014

**"EXHIBIT B"**

BETWEEN

THE CITY OF AUBURN  
AND  
AUBURN PROFESSIONAL FIREFIGHTERS ASSOCIATION

The City and the IAFF agree to the following rank structure:

The City shall offer two EAP plans for consideration by the parties.

If during term of this agreement the City approves a memorandum of understanding for any rank and file bargaining unit listed below with a salary restoration in excess of 4%, the IAFF shall be provided an equivalent salary restoration.

- Auburn Employees Association
- Auburn Police Officers Association
- Auburn Police Sergeants Association
- Auburn Public Safety Association
- City Hall Employees Association

It is agreed that this side letter shall not be binding upon the parties unless and until ratified by the IAFF and approved by the City Council.

Robert Richardson, City Manager	Date
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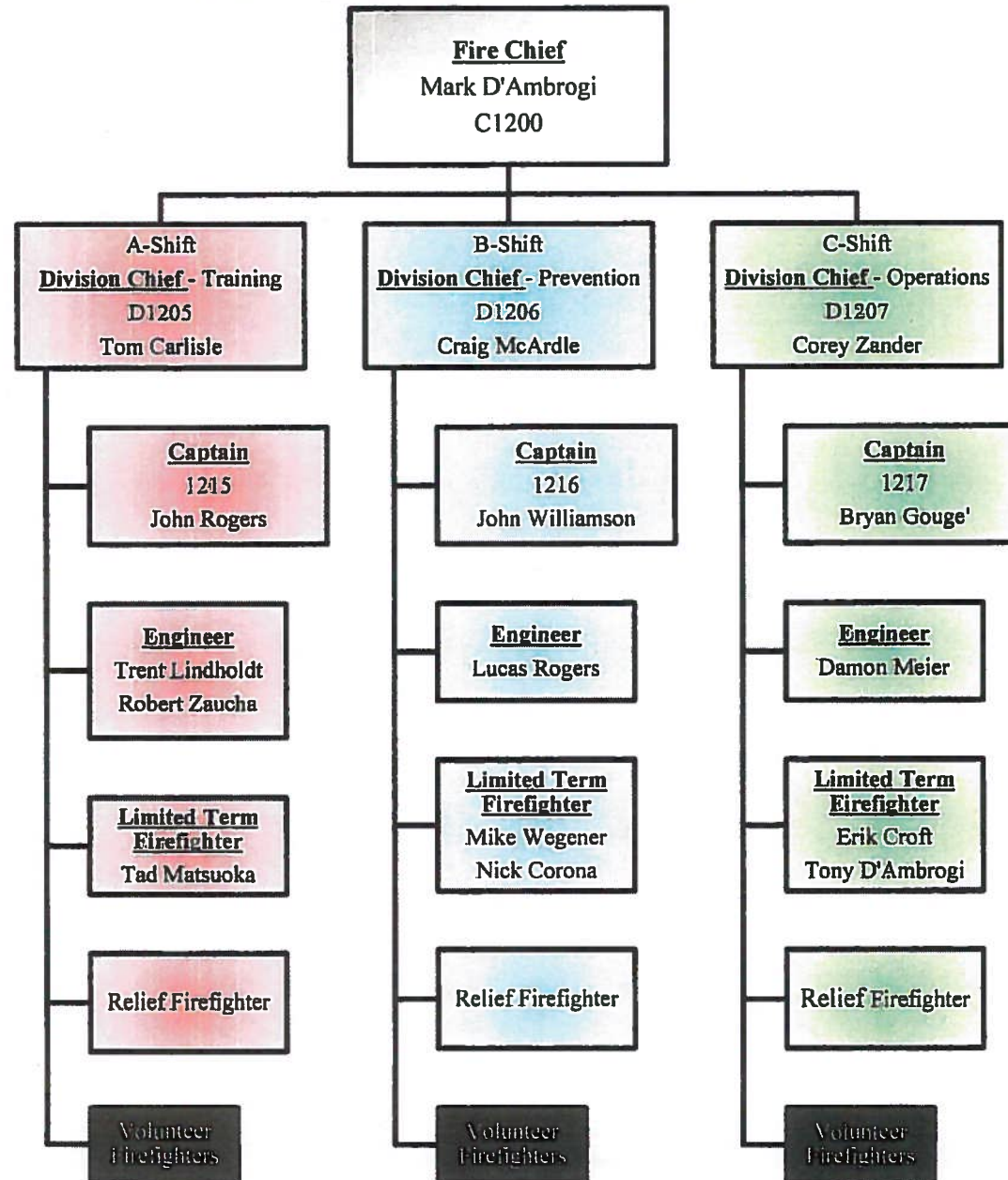
Patrick Clark, City Labor Consultant	Date
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Richard Reed, APFA Labor Consultant	Date
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Cory Zander, President APFA	Date
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# Auburn Fire Department Proposed Organizational Structure 2013

9-30-13



## Auburn Fire Department Daily Resource Staffing



### Command Vehicle

- Division Chief



### Engine Company

- Captain
- Engineer
- Relief Firefighter
- Volunteer



### Rescue Company

- Limited Term Firefighter
- Limited Term Firefighter